

Salaries of teachers

Methods of attracting and retaining quality teachers have long been discussed among education officials. Concerns about such issues have led to reforms designed to increase teacher benefits. These measures include creating new career steps or paths, establishing teaching positions with greater authority and responsibility, instituting merit pay schemes, and experimenting with teachers' salary structures.

- Between 1980 and 1996, the average salary (adjusted for inflation) of all public school teachers increased 19 percent, rising from \$32,332 to \$38,434 (see supplemental table 56-1). In 1995, the average salary of all bachelor's degree recipients who earned income was 19 percent higher than the average salary of public school teachers (\$45,773 compared to \$38,456).
- Following a period of decline in the 1970s, public school teachers' average salaries increased continuously throughout the 1980s and into the early 1990s, reaching a peak of \$38,830 in 1991. Since then, salaries have decreased slightly (see supplemental table 56-1).
- The average beginning salary (adjusted for inflation) of public school teachers increased 24 percent between 1980 and 1996, rising from \$20,292 to \$25,167 (see supplemental table 56-1).
- Public school teachers at central city schools with a high percentage of minority students (20 percent or more) had higher average salaries than those teachers at central city schools with a low percentage of minority students (less than 20 percent). Regardless of minority enrollment, public school teachers in urban fringe schools had higher average salaries than their counterparts in central city or rural/small town schools.

Average annual salaries (in 1996 constant dollars) of public elementary and secondary school teachers and individuals with a bachelor's degree or higher: Selected school years ending 1960–96

— Not available.

¹ Salaries of beginning teachers and persons with a bachelor's degree or higher are for the calendar year.

² Includes salaries of all individuals aged 25 or older who earned income and had a bachelor's degree or higher, including teachers.

SOURCE: U.S. Department of Education, National Center for Education Statistics, *Digest of Education Statistics, 1996*. U.S. Department of Commerce, Bureau of the Census, *Current Population Reports, Series P-60*. American Federation of Teachers, *Survey and Analysis of Salary Trends 1996*, December 1996.

Average compensation (in 1996 constant dollars) received by full-time public school teachers, by urbanicity and percentage of minority students enrolled: Summer 1993 and school year 1993–94

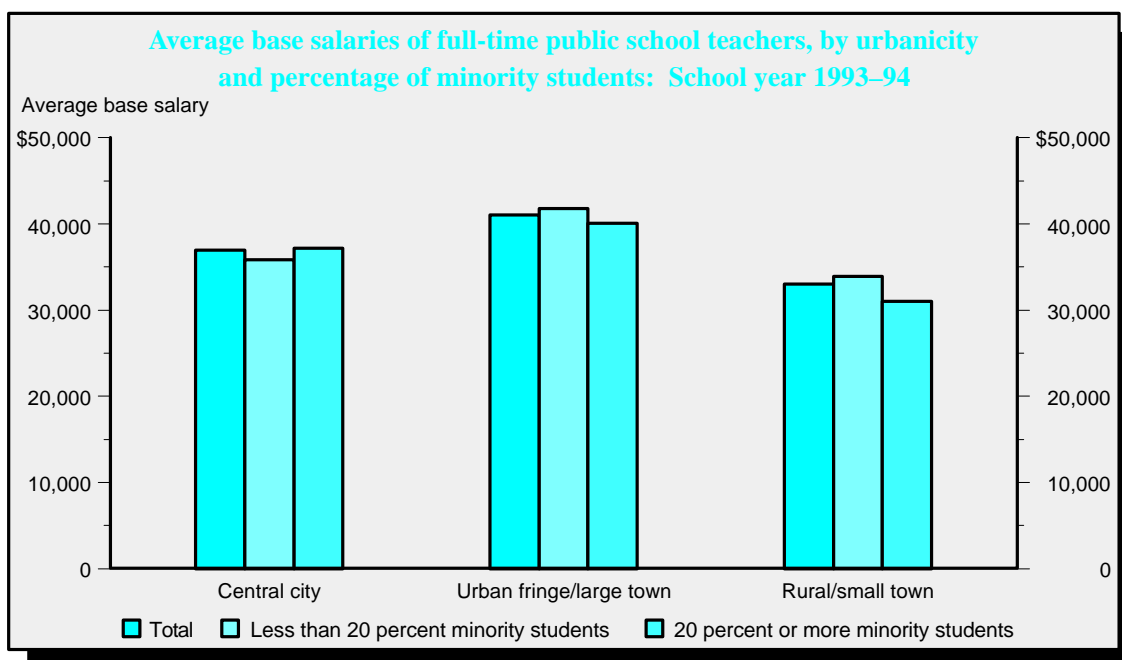
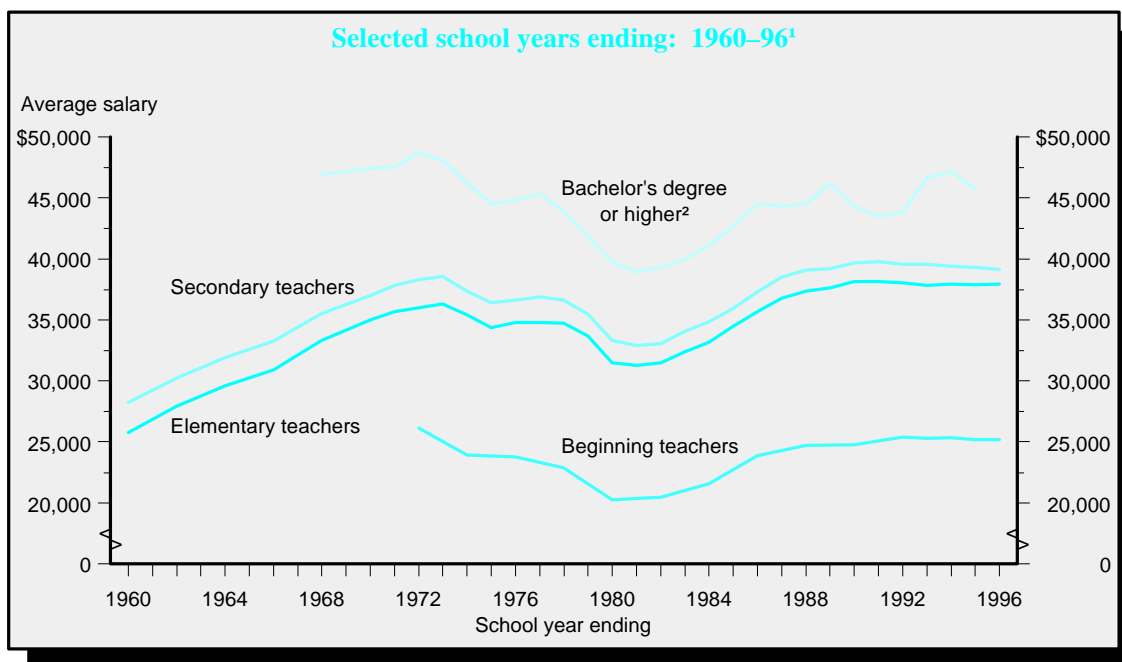
Urbanicity and percentage of minority students enrolled	School earnings*				
	Total school earnings	Base salary	Summer supplemental earnings	Other school compensation	Non-school compensation
Total	\$38,055	\$36,648	\$2,250	\$2,328	\$5,487
Central city	38,470	36,965	2,527	2,376	5,896
Less than 20 percent	37,115	35,873	1,910	2,161	5,242
20 percent or more	38,779	37,232	2,628	2,399	6,035
Urban fringe/large town	42,527	41,091	2,258	2,431	5,449
Less than 20 percent	43,249	41,850	1,993	2,482	4,975
20 percent or more	41,578	40,104	2,442	2,374	5,778
Rural/small town	34,365	33,050	1,976	2,225	5,247
Less than 20 percent	35,274	33,921	1,915	2,257	5,391
20 percent or more	32,353	31,078	2,101	2,226	4,944

* Detailed school earnings were computed using data only from teachers who reported those earnings; therefore, details do not add to total. Included in "total" and "other school compensation" are other sources of income reported after excluding outside income. Summer compensation

was received in 1993. Data were calculated from the Schools and Staffing Survey Teacher Questionnaire.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Schools and Staffing Survey, 1993–94 (Teacher Questionnaire).

Average annual salaries in (1996 constant dollars)



¹ Plotted points for average annual salary for teachers are: even years 1960–68 and all years 1970–96. Plotted points for average beginning salaries for teachers are: even years 1972–90 and all years 1992–96. Plotted points for those with a bachelor's degree or higher are for all years 1968–95.

² Includes salaries of all individuals aged 25 or older who earned income and had a bachelor's degree or higher, including teachers.

SOURCE: U.S. Department of Education, National Center for Education Statistics, *Digest of Education Statistics, 1996* and Schools and Staffing Survey, 1993–94 (Teacher Questionnaire). U.S. Department of Commerce, Bureau of the Census, *Current Population Reports, Series P-60*. American Federation of Teachers, *Survey and Analysis of Salary Trends 1996*, December 1996.

Average annual salaries (in 1996 constant dollars) of public elementary and secondary school teachers and individuals with a bachelor's degree or higher: Selected school years ending 1960–96

School year ending	All teachers	Elementary teachers	Secondary teachers	Beginning teachers ¹	Bachelor's degree or higher ^{1,2}
1960	\$26,718	\$25,755	\$28,222	—	—
1968	34,306	33,312	35,549	—	\$46,900
1976	35,708	34,801	36,664	23,745	44,803
1984	33,871	33,180	34,827	21,561	41,067
1992	38,737	38,072	39,602	25,397	43,816
1994	38,502	37,942	39,418	25,349	47,187
1995	38,456	37,906	39,312	25,185	45,773
1996	38,434	37,916	39,162	25,167	—

— Not available.

¹ Salaries of beginning teachers and persons with a bachelor's degree or higher are for the calendar year.

² Includes salaries of individuals aged 25 or older who earned income and had a bachelor's degree or higher, including teachers.

SOURCE: U.S. Department of Education, National Center for Education Statistics, *Digest of Education Statistics, 1996*. U.S.

Department of Commerce, Bureau of the Census, *Current Population Reports*, Series P-60. American Federation of Teachers, *Survey and Analysis of Salary Trends 1996*, December 1996.

Average compensation (in 1996 constant dollars) received by full-time public school teachers, by urbanicity and percentage of minority students enrolled: Summer 1993 and school year 1993–94

Urbanicity and percentage of minority students enrolled	School earnings*				Non-school compensation
	Total school earnings	Base salary	Summer supplemental earnings	Other school compensation	
Total	\$38,055	\$36,648	\$2,250	\$2,328	\$5,487
Central city	38,470	36,965	2,527	2,376	5,896
Less than 20 percent	37,115	35,873	1,910	2,161	5,242
20 percent or more	38,779	37,232	2,628	2,399	6,035
Urban fringe/large town	42,527	41,091	2,258	2,431	5,449
Less than 20 percent	43,249	41,850	1,993	2,482	4,975
20 percent or more	41,578	40,104	2,442	2,374	5,778
Rural/small town	34,365	33,050	1,976	2,225	5,247
Less than 20 percent	35,274	33,921	1,915	2,257	5,391
20 percent or more	32,353	31,078	2,101	2,226	4,944

* Detailed school earnings were computed using data only from teachers who reported those earnings; therefore, details do not add to total. Included in "total" and "other school compensation" are other sources of income reported after excluding outside income. Summer compensation was received in 1993. Data were calculated from the Schools and Staffing Survey Teacher Questionnaire.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Schools and Staffing Survey, 1993–94 (Teacher Questionnaire).

Table 56-1 Average annual salaries (in 1996 constant dollars) of public elementary and secondary teachers: Selected school years ending 1960-96

School year ending	All teachers	Elementary teachers	Secondary teachers	Beginning teachers ¹	Bachelor's degree or higher ²
1960	\$26,718	\$25,755	\$28,222	—	—
1962	28,837	27,922	30,197	—	—
1964	30,550	29,581	31,931	—	—
1966	31,944	30,928	33,302	—	—
1968	34,306	33,312	35,549	—	\$46,900
1970	35,890	34,999	36,993	—	47,430
1971	36,668	35,691	37,855	—	47,529
1972	37,067	35,995	38,313	\$26,163	48,691
1973	37,353	36,322	38,576	—	48,080
1974	36,304	35,418	37,340	23,958	46,295
1975	35,326	34,394	36,415	—	44,502
1976	35,708	34,801	36,664	23,745	44,803
1977	35,760	34,783	36,890	—	45,356
1978	35,628	34,742	36,641	22,897	43,926
1979	34,490	33,684	35,449	—	41,821
1980	32,332	31,520	33,322	20,292	39,819
1981	32,013	31,261	32,917	—	38,949
1982	32,189	31,487	33,076	20,478	39,310
1983	33,139	32,389	34,094	—	39,906
1984	33,871	33,180	34,827	21,561	41,067
1985	35,069	34,475	35,942	—	42,741
1986	36,396	35,701	37,330	23,896	44,474
1987	37,541	36,818	38,495	—	44,328
1988	38,035	37,336	39,072	24,745	44,521
1989	38,340	37,638	39,188	—	46,196
1990	38,826	38,164	39,670	24,771	44,338
1991	38,830	38,132	39,783	—	43,504
1992	38,737	38,072	39,602	25,397	43,816
1993	38,628	37,865	39,566	25,303	46,649
1994	38,502	37,942	39,418	25,349	47,187
1995	38,456	37,906	39,312	25,185	45,773
1996	38,434	37,916	39,162	25,167	—

— Not available.

¹ Salaries of beginning teachers and persons with a bachelor's degree or higher are for the calendar year.

² Includes salaries of individuals aged 25 or older who earned income and who had a bachelor's degree or higher.

SOURCE: U.S. Department of Education, National Center for Education Statistics, *Digest of Education Statistics*, 1996, table 76.

U.S. Department of Commerce, Bureau of the Census, *Current Population Reports*, Series P-60. American Federation of Teachers, *Survey and Analysis of Salary Trends 1996*, December 1996, table III-2.

Table 56-2 Average compensation (in 1996 constant dollars) received by full-time public school teachers, by selected school characteristics: Summer 1993 and school year 1993-94

School characteristics	School earnings*				Non-school compensation
	Total school earnings	Base salary	Summer supplemental earnings	Other school compensation	
Total	\$38,055	\$36,648	\$2,250	\$2,328	\$5,487
Central city	38,470	36,965	2,527	2,376	5,896
Percentage of students eligible for free or reduced-price lunch					
0-5	39,802	38,535	2,237	2,072	6,711
6-20	38,156	36,551	2,398	2,482	5,389
21-40	38,011	36,553	2,203	2,354	5,935
41 or more	38,497	37,038	2,673	2,303	5,923
School level					
Elementary	37,380	36,243	2,295	1,999	5,341
Secondary	40,358	38,235	2,687	2,807	6,363
Combined	40,441	38,092	3,918	2,563	7,530
Minority enrollment					
Less than 20 percent	37,115	35,873	1,910	2,161	5,242
20 percent or more	38,779	37,232	2,628	2,399	6,035
School size					
Less than 150	34,710	32,946	3,492	2,692	6,964
150-499	37,729	36,635	2,566	1,811	6,552
500-749	37,433	36,248	2,156	2,091	4,855
750 or more	39,435	37,596	2,625	2,650	5,995
Urban fringe/large town	42,527	41,091	2,258	2,431	5,449
Percentage of students eligible for free or reduced-price lunch					
0-5	48,329	46,558	2,210	2,814	6,684
6-20	42,670	41,108	2,247	2,520	5,478
21-40	40,578	39,209	2,093	2,184	5,219
41 or more	37,756	36,742	2,392	1,907	4,252
School level					
Elementary	41,059	40,092	1,977	1,977	4,553
Secondary	45,103	42,852	2,473	2,916	6,318
Combined	39,910	38,419	2,671	2,328	5,026
Minority enrollment					
Less than 20 percent	43,249	41,850	1,993	2,482	4,975
20 percent or more	41,578	40,104	2,442	2,374	5,778
School size					
Less than 150	36,127	34,601	2,753	2,158	6,583
150-499	42,099	41,177	2,174	1,862	4,306
500-749	41,940	40,798	1,934	2,209	4,105
750 or more	43,197	41,303	2,354	2,748	6,455

Table 56-2 Average compensation (in 1996 constant dollars) received by full-time public school teachers, by selected school characteristics: Summer 1993 and school year 1993-94 - Continued

School characteristics	School earnings*				Non-school compensation
	Total school earnings	Base salary	Summer supplemental earnings	Other school compensation	
Rural/small town	34,365	33,050	1,976	2,225	5,247
Percentage of students eligible for free or reduced-price lunch					
0-5	42,433	40,770	1,776	2,629	5,758
6-20	36,758	35,213	1,982	2,326	5,422
21-40	33,881	32,521	2,053	2,299	4,827
41 or more	31,401	30,331	1,949	2,013	5,413
School level					
Elementary	33,711	32,814	1,699	1,851	4,770
Secondary	35,516	33,494	2,262	2,625	5,722
Combined	32,982	31,486	2,208	2,473	5,559
Minority enrollment					
Less than 20 percent	35,274	33,921	1,915	2,257	5,391
20 percent or more	32,353	31,078	2,101	2,226	4,944
School size					
Less than 150	29,764	28,237	2,357	2,206	5,533
150-499	33,044	31,858	1,768	2,118	5,218
500-749	35,366	34,103	1,947	2,155	5,179
750 or more	36,462	34,853	2,247	2,557	5,317
Percentage of students eligible for free or reduced-price lunch					
0-5	45,547	43,874	2,107	2,691	6,419
6-20	39,399	37,835	2,175	2,430	5,436
21-40	36,648	35,262	2,107	2,282	5,183
41 or more	35,496	34,279	2,393	2,113	5,406

* Detailed school earnings were computed using data only from teachers who reported those earnings; therefore, details do not add to total. Included in "total" and "other school compensation" are other sources of income reported after excluding outside income. Summer compensation was received in 1993. Data were calculated from the Schools and Staffing Survey Teacher Questionnaire.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Schools and Staffing Survey, 1993-94 (Teacher Questionnaire).

Table 56-3 Ratio of the average annual salaries of public elementary and secondary teachers and individuals with a bachelor's degree or higher to per capita

Gross Domestic Product: Selected school years ending 1960-95

School year ending	All teachers	Elementary teachers	Secondary teachers	Beginning teachers ¹	Bachelor's degree or higher ²
1960	1.71	1.65	1.81	—	—
1962	1.76	1.70	1.84	—	—
1964	1.74	1.68	1.81	—	—
1966	1.62	1.57	1.69	—	—
1968	1.64	1.59	1.70	—	2.29
1970	1.71	1.67	1.76	—	2.32
1971	1.71	1.66	1.77	—	2.26
1972	1.65	1.60	1.70	1.18	2.20
1973	1.56	1.52	1.61	—	2.09
1974	1.54	1.50	1.58	1.08	2.08
1975	1.54	1.50	1.59	—	2.02
1976	1.51	1.47	1.55	1.03	1.95
1977	1.45	1.41	1.50	—	1.90
1978	1.38	1.35	1.42	0.92	1.77
1979	1.32	1.29	1.36	—	1.70
1980	1.31	1.27	1.35	0.87	1.71
1981	1.30	1.27	1.34	—	1.67
1982	1.38	1.35	1.42	0.90	1.73
1983	1.38	1.35	1.42	—	1.69
1984	1.33	1.30	1.37	0.86	1.65
1985	1.35	1.32	1.38	—	1.67
1986	1.37	1.35	1.41	0.91	1.69
1987	1.37	1.35	1.41	—	1.66
1988	1.36	1.34	1.40	0.91	1.63
1989	1.34	1.32	1.37	—	1.66
1990	1.37	1.34	1.39	0.90	1.61
1991	1.41	1.39	1.45	—	1.61
1992	1.39	1.37	1.42	0.93	1.60
1993	1.38	1.35	1.41	0.92	1.69
1994	1.35	1.33	1.38	0.90	1.68
1995	1.34	1.32	1.37	0.89	1.61

— Not available.

¹ Salaries of beginning teachers and persons with a bachelor's degree or higher are for the calendar year.

² Includes salaries of individuals aged 25 or older who earned income and who had a bachelor's degree or higher.

NOTE: Data are revised from previously published figures.

SOURCE: U.S. Department of Education, National Center for Education Statistics, *Digest of Education Statistics, 1996*, table 76. American Federation of Teachers, *Survey and Analysis of Salary Trends 1996*, December 1996, table III-2.

Table 56-4 Average annual salaries (in 1996 constant dollars) of all teachers: School years ending 1981 and 1996, percentage change in salaries between 1981 and 1996, and 1995 per capita personal income, by region and state

Region and state	All teachers 1980-81	All teachers 1995-96	Percentage change 1981-96	Per capita personal income (1995)
50 states and D.C.	\$31,958	\$38,434	20.3	\$23,678
New England	29,077	43,727	50.4	27,371
Connecticut	*31,523	51,183	62.4	31,198
Maine	25,347	33,380	31.7	21,133
Massachusetts	*33,876	*44,436	31.2	27,791
New Hampshire	24,293	36,348	49.6	25,894
Rhode Island	35,868	*42,815	19.4	23,998
Vermont	23,557	36,859	56.5	21,545
Mideast	35,484	47,637	34.2	26,937
Delaware	32,974	41,163	24.8	24,836
District of Columbia	41,445	*44,379	7.1	33,227
Maryland	34,410	41,855	21.6	26,693
New Jersey	33,046	48,654	47.2	29,710
New York	38,627	48,862	26.5	27,573
Pennsylvania	32,403	47,645	47.0	23,966
Southeast	27,239	32,574	19.6	21,257
Alabama	27,540	31,793	15.4	19,336
Arkansas	24,041	29,777	23.9	17,944
Florida	27,904	33,838	21.3	23,593
Georgia	27,975	34,840	24.5	21,906
Kentucky	28,527	*33,622	17.9	19,162
Louisiana	29,989	27,216	-9.2	19,383
Mississippi	23,577	28,119	19.3	17,019
North Carolina	28,723	31,039	8.1	21,212
South Carolina	25,997	32,058	23.3	19,343
Tennessee	27,383	33,971	24.1	20,978
Virginia	28,138	35,226	25.2	24,294
West Virginia	27,075	32,654	20.6	18,444
Great Lakes	33,473	41,523	24.0	23,660
Illinois	35,184	41,645	18.4	25,494
Indiana	*31,253	38,392	22.8	21,901
Michigan	*38,422	*49,932	30.0	24,246
Ohio	30,617	38,423	25.5	22,671
Wisconsin	31,891	*39,170	22.8	22,484
Plains	27,686	34,165	23.4	22,394
Iowa	29,217	32,879	12.5	21,632
Kansas	27,622	36,070	30.6	22,469
Minnesota	32,199	*37,511	16.5	23,801
Missouri	27,931	33,859	21.2	22,266
Nebraska	26,955	31,985	18.7	22,344
North Dakota	25,111	27,388	9.1	19,214
South Dakota	24,767	26,755	8.0	20,082
Southwest	29,086	32,038	10.2	20,760
Arizona	31,155	*32,989	5.9	21,024
New Mexico	30,451	29,805	-2.1	18,588
Oklahoma	26,249	*29,358	11.8	18,688
Texas	28,487	32,497	14.1	21,264
Rocky Mountains	30,633	33,019	7.8	21,591
Colorado	32,452	35,913	10.7	24,141
Idaho	27,366	31,371	14.6	19,833
Montana	*28,897	29,820	3.2	19,028
Utah	30,545	30,925	1.2	18,761
Wyoming	33,903	32,061	-5.4	21,951
Far West	38,622	41,967	8.7	24,331
Alaska	*52,613	*50,391	-4.2	24,896
California	*37,546	*43,176	15.0	24,399
Hawaii	38,303	36,363	-5.1	25,468
Nevada	32,059	36,729	14.6	25,752
Oregon	*32,688	40,266	23.2	22,378
Washington	38,522	38,616	0.2	24,337

* Estimated by National Education Association (NEA).

SOURCE: National Education Association, *Estimates of School Statistics* (Copyright © 1996 by NEA. All rights reserved.).

U.S. Department of Commerce, Bureau of the Census, *Statistical Abstract of the United States: 1996, tables 27, 698, and 699.*

Table 56-5 Average compensation (in 1996 constant dollars) received by full-time private school teachers, by selected school characteristics: Summer 1993 and school year 1993–94

School characteristics	School earnings*				Non-school compensation
	Total school earnings	Base salary	Summer supplemental earnings	Other school compensation	
Total	\$24,603	\$23,574	\$2,308	\$2,045	\$4,528
Central city	25,471	24,367	2,259	2,023	4,490
School level					
Elementary	21,970	21,328	1,825	1,622	4,862
Secondary	30,163	28,581	2,203	2,138	4,711
Combined	26,448	25,092	2,590	2,376	4,451
Minority enrollment					
Less than 20 percent	25,137	24,168	2,061	2,083	5,065
20 percent or more	24,714	23,560	2,287	1,984	4,167
School size					
Less than 150	20,249	19,296	2,181	1,561	2,967
150–499	23,358	22,548	2,105	1,728	5,031
500–749	26,440	25,257	1,893	2,221	5,161
750 or more	33,020	31,279	2,621	2,669	4,756
Urban fringe/large town	25,661	24,568	2,481	2,179	5,016
School level					
Elementary	22,988	22,277	2,126	1,836	4,376
Secondary	30,524	28,832	2,492	2,433	6,411
Combined	27,681	26,325	2,763	2,399	5,431
Minority enrollment					
Less than 20 percent	25,480	24,516	2,209	2,162	5,038
20 percent or more	26,241	24,871	2,794	2,299	5,225
School size					
Less than 150	21,904	20,771	2,757	2,472	3,988
150–499	24,957	24,057	2,189	1,937	4,976
500–749	28,700	27,619	2,066	2,691	5,126
750 or more	32,105	30,297	3,114	2,379	7,428
Rural/small town	20,621	19,881	2,021	1,816	3,767
School level					
Elementary	19,142	18,720	2,247	1,125	3,432
Secondary	28,563	26,579	2,379	3,264	3,962
Combined	18,933	18,345	1,648	1,376	4,024
Minority enrollment					
Less than 20 percent	19,940	19,240	1,973	1,868	3,872
20 percent or more	25,142	24,214	2,380	1,791	2,927
School size					
Less than 150	17,365	16,665	2,245	1,885	4,120
150–499	21,727	21,102	1,904	1,592	3,631
500–749	26,166	25,275	—	1,863	—
750 or more	28,759	27,185	—	—	—

— Too few sample observations for a reliable estimate.

* Detailed school earnings were computed using data only from teachers who reported those earnings; therefore, details do not add to total. Included in "total" and "other school compensation" are other sources of income reported after excluding outside income. Summer compensation was received in 1993. Data were calculated from the Schools and Staffing Survey Teacher Questionnaire.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Schools and Staffing Survey, 1993–94 (Teacher Questionnaire).

Table 56-6 Percentage of public school districts and private schools with salary schedules, average scheduled salaries (in 1996 constant dollars) of full-time teachers, percentage of schools without salary schedules, and average lowest and highest salaries, selected district characteristics: School year 1993–94

District characteristics	Districts/schools with salary schedules					Districts/schools without salary schedules		
	Percentage with salary schedules	Bachelor's, no experience	Master's, no experience	Master's, 20 years experience	Highest step on schedule	Percentage without salary schedules	Salary range	
							Average lowest	Average highest
Public school districts	93.9	\$23,525	\$25,706	\$39,932	\$43,478	6.1	\$21,653	\$31,655
Region								
Northeast	91.9	27,451	29,753	49,998	55,016	8.1	25,929	48,669
Midwest	91.4	22,404	24,694	38,327	41,221	8.6	19,481	24,353
South	99.5	21,898	23,300	33,217	36,321	0.5	—	—
West	94.5	23,514	26,296	40,562	44,337	5.5	—	—
District size								
Less than 1,000	89.6	22,338	24,441	36,870	39,157	10.4	25,929	48,669
1,000–4,999	98.2	24,489	26,719	42,587	46,984	1.8	19,481	24,353
5,000–9,999	98.8	25,350	27,745	44,370	49,865	1.2	—	—
10,000 or more	99.2	24,908	27,177	42,554	48,908	0.8	—	—
Minority enrollment								
Less than 20 percent	92.6	23,290	25,523	39,837	43,134	7.4	20,978	30,401
20 percent or more	97.2	24,071	26,136	40,137	44,267	2.8	25,946	39,451
Minority teachers								
Less than 10 percent	93.0	23,457	25,659	40,121	43,544	7.0	21,541	31,280
10 percent or more	98.7	23,841	25,931	39,038	43,165	1.3	—	—
Private schools	63.4	17,425	18,908	27,030	29,267	36.6	14,218	23,426
Region								
Northeast	63.8	17,668	18,987	28,031	30,436	36.2	13,580	26,387
Midwest	68.1	17,007	18,444	27,142	29,236	31.9	14,662	21,879
South	57.7	16,174	17,504	23,770	26,047	42.3	14,186	21,967
West	63.7	19,582	21,577	30,043	32,250	36.3	14,549	23,651
School size								
Less than 150	47.9	16,454	17,903	24,612	26,350	52.1	13,274	20,768
150–499	81.9	17,795	19,279	28,121	30,540	18.1	16,708	29,353
500–749	80.0	19,288	20,757	30,699	33,524	20.0	18,475	39,193
750 or more	80.3	20,843	22,800	34,618	39,471	19.7	18,313	44,026
Minority enrollment								
Less than 20 percent	63.3	17,094	18,543	26,733	28,962	36.7	13,102	22,471
20 percent or more	63.6	18,162	19,721	27,689	29,943	36.4	16,637	25,496
Minority teachers								
Less than 10 percent	63.2	17,126	18,569	26,788	29,012	36.8	13,727	23,380
10 percent or more	63.9	18,514	20,140	27,908	30,191	36.1	16,064	23,599

— Too few sample observations for a reliable estimate.

NOTE: Data for this analysis were calculated from the Schools and Staffing Survey, Private School and Teacher Demand and Shortage Questionnaires. Excludes a small number of teachers whose schools did not respond to the questionnaire.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Schools and Staffing Survey, 1993–94 (Private School and Teacher Demand and Shortage Questionnaires).

Table S56 Standard errors for the second text table in *Indicator 56*

Urbanicity and percentage of minority students enrolled	School earnings				Non-school compensation
	Total school earnings	Base salary	Summer supplemental earnings	Other school compensation	
Total	\$97	\$99	\$47	\$29	\$153
Central city	181	183	103	64	257
Less than 20 percent	352	345	94	80	443
20 percent or more	207	210	145	90	314
Urban fringe/large town	253	244	69	71	379
Less than 20 percent	411	404	99	91	257
20 percent or more	345	340	99	106	803
Rural/small town	165	160	43	39	172
Less than 20 percent	225	221	54	46	229
20 percent or more	285	285	74	74	264

SOURCE: U.S. Department of Education, National Center for Education Statistics, Schools and Staffing Survey, 1993–94 (Teacher Questionnaire).

Table S56-1 Standard errors for table 56-2

School characteristics	School earnings				Non-school compensation
	Total school earnings	Base salary	Summer supplemental earnings	Other school compensation	
Total	\$181	\$183	\$103	\$64	\$257
Central city					
Percentage of students eligible for free or reduced-price lunch					
0-5	884	874	200	176	1,732
6-20	455	458	131	106	318
21-40	365	374	116	152	546
41 or more	227	237	201	121	421
School level					
Elementary	220	228	180	123	491
Secondary	245	233	82	76	278
Combined	663	613	203	201	828
Minority enrollment					
Less than 20 percent	352	345	94	80	443
20 percent or more	207	210	145	90	314
School size					
Less than 150	612	639	369	236	1,076
150-499	401	360	439	229	948
500-749	379	380	138	138	533
750 or more	326	324	95	75	259
Urban fringe/large town	253	244	69	71	379
Percentage of students eligible for free or reduced-price lunch					
0-5	759	709	158	183	1,735
6-20	480	479	125	152	352
21-40	610	604	144	148	381
41 or more	627	614	166	138	367
School level					
Elementary	407	391	104	142	726
Secondary	305	299	68	53	219
Combined	964	1,042	178	247	617
Minority enrollment					
Less than 20 percent	411	404	99	91	257
20 percent or more	345	340	99	106	803
School size					
Less than 150	752	796	242	378	834
150-499	611	571	239	174	354
500-749	607	602	95	200	289
750 or more	403	399	73	79	768

Table S56-1 Standard errors for table 56-2 - Continued

School characteristics	School earnings				Non-school compensation
	Total school earnings	Base salary	Summer supplemental earnings	Other school compensation	
Rural/small town	165	160	43	39	172
Percentage of students eligible for free or reduced-price lunch					
0-5	1,405	1,308	107	238	541
6-20	352	365	78	60	345
21-40	371	361	105	98	219
41 or more	311	314	62	59	356
School level					
Elementary	277	266	72	73	316
Secondary	142	134	51	42	159
Combined	593	541	124	108	680
Minority enrollment					
Less than 20 percent	225	221	54	46	229
20 percent or more	285	285	74	74	264
School size					
Less than 150	294	295	216	97	505
150-499	224	208	63	55	305
500-749	523	517	67	95	358
750 or more	383	405	73	109	218
Percentage of students eligible for free or reduced-price lunch					
0-5	667	616	108	130	1,050
6-20	243	244	63	60	201
21-40	256	254	72	80	191
41 or more	183	188	112	62	251

SOURCE: U.S. Department of Education, National Center for Education Statistics, Schools and Staffing Survey, 1993-94 (Teacher Questionnaire).

Table S56-2 Standard errors for table 56-5

School characteristics	School earnings				Non-school compensation
	Total school earnings	Base salary	Summer supplemental earnings	Other school compensation	
Total	\$222	\$212	\$64	\$61	\$170
Central city	390	364	90	80	241
School level					
Elementary	281	278	105	151	480
Secondary	526	492	117	127	355
Combined	699	613	191	265	285
Minority enrollment					
Less than 20 percent	427	389	105	147	438
20 percent or more	438	410	125	109	254
School size					
Less than 150	453	397	132	229	254
150–499	276	278	138	121	410
500–749	648	636	220	152	593
750 or more	735	620	189	295	671
Urban fringe/large town	313	311	115	93	270
School level					
Elementary	294	297	150	211	341
Secondary	464	405	156	187	667
Combined	797	761	205	188	602
Minority enrollment					
Less than 20 percent	324	325	119	139	341
20 percent or more	686	641	214	248	435
School size					
Less than 150	710	642	168	364	372
150–499	392	387	156	156	346
500–749	844	801	227	257	550
750 or more	726	775	543	241	1,332
Rural/small town	437	415	142	206	405
School level					
Elementary	392	395	297	267	325
Secondary	1,119	1,046	279	585	463
Combined	827	804	182	243	649
Minority enrollment					
Less than 20 percent	523	499	169	253	378
20 percent or more	1,175	1,199	238	532	583
School size					
Less than 150	644	598	202	453	577
150–499	449	436	238	389	510
500–749	1,529	1,474	—	433	—
750 or more	3,255	2,719	—	—	—

— Not available.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Schools and Staffing Survey, 1993–94 (Teacher Questionnaire).

Table S56-3 Standard errors for table 56-6

School characteristics	Districts/schools with salary schedules					Districts/schools without salary schedules		
	Percentage with salary schedules	Bachelor's, no experience	Master's, no experience	Master's, 20 years experience	Highest step on schedule	Percentage without salary schedules	Salary range	
							Average lowest	Average highest
Public school districts	0.7	\$64	\$67	\$119	\$126	0.7	\$633	\$1,203
Region								
Northeast	1.1	138	171	340	347	1.1	595	1,154
Midwest	1.8	92	99	206	237	1.8	701	1,682
South	0.1	42	45	75	90	0.1	—	—
West	1.5	204	216	354	358	1.5	—	—
District size								
Less than 1,000	1.4	127	146	287	283	1.4	767	1,345
1,000–4,999	0.3	86	101	191	204	0.3	425	1,633
5,000–9,999	0.3	132	147	283	329	0.3	—	—
10,000 or more	*0.0	50	57	135	153	*0.0	—	—
Minority enrollment								
Less than 20 percent	1.0	79	86	197	203	1.0	490	1,342
20 percent or more	0.7	158	176	312	254	0.7	2,705	3,807
Minority teachers								
Less than 10 percent	0.9	74	82	174	181	0.9	665	1,255
10 percent or more	0.3	174	232	406	314	0.3	—	—
Private schools	1.1	147	171	297	301	1.1	301	503
Region								
Northeast	3.1	326	378	708	723	3.1	441	1,186
Midwest	2.4	256	274	484	518	2.4	661	945
South	2.1	236	264	385	431	2.1	534	829
West	3.5	391	418	738	774	3.5	782	1,051
School size								
Less than 150	2.1	337	388	645	676	2.1	377	630
150–499	1.1	119	136	202	207	1.1	263	732
500–749	2.2	321	373	635	714	2.2	629	1,702
750 or more	2.6	233	260	617	694	2.6	1,196	2,620
Minority enrollment								
Less than 20 percent	1.4	182	212	381	396	1.4	294	599
20 percent or more	2.1	311	360	481	529	2.1	576	921
Minority teachers								
Less than 10 percent	1.5	170	194	354	353	1.5	351	643
10 percent or more	2.4	299	327	525	605	2.4	743	964

— Not available.

* Standard errors less than 0.05 are rounded to 0.0.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Schools and Staffing Survey, 1993–94 (Private School and Teacher Demand and Shortage Questionnaires).